



# Role description

## Role details

<b>Job ad reference:</b>	SC663840	<b>Closing date:</b>	Friday, 30 October 2026
<b>Role title:</b>	Allied Health Talent Pool - Clinicians <b>Expression of Interest</b> Physiotherapist or Occupational Therapist or Psychologist or Dietitian or Speech Pathologist or Social Worker or Audiologist or Orthoptist or Optometrist	<b>Classification:</b>	HP3
<b>Unit/branch:</b>	Various Units		
<b>Employment type:</b>	Casual or Fixed term Temporary Full time and/or Part time positions available	<b>Salary:</b>	\$39.86 - \$58.59 p.h. (f/t) \$3030.00 - \$4453.50 (p/t) \$49.83 - \$73.24 p.h. (casual)
<b>Work environment</b>	Various locations across the Sunshine Coast Hospital and Health Service Service delivery may require this role to work across other locations within the Sunshine Coast Hospital and Health Service. Future vacancies across the Sunshine Coast Hospital and Health Service of a temporary, full-time and part-time nature may also be filled through this recruitment process.		
<b>Contact name:</b>	Allied Health Executive Reception		
<b>Contact details:</b>	(07) 5202 0014		
<p><i>"Sunshine Coast Hospital and Health Service respectfully acknowledges the Traditional Custodians, the Kabi Kabi (Gubbi Gubbi) and Jinibara peoples on whose land we provide our services. We also pay our respects to the Aboriginal and Torres Strait Islander Elders, past, present, and future. We recognise the strength and resilience that Aboriginal and Torres Strait Islander people and their ancestors have displayed in laying strong foundations for the generations that follow."</i></p>			

## Your opportunity

We're excited to welcome HP3 Allied Health Professionals (AHPs) to our Health Service. The following AHPs are invited to apply for temporary/casual work though this Talent Pool:

- |                  |                         |                |
|------------------|-------------------------|----------------|
| Physiotherapists | Occupational Therapists | Psychologists  |
| Dietitians       | Speech Pathologists     | Social Workers |
| Audiologists     | Orthoptists             | Optometrists   |

*(NB long contracts and permanent work will not be recruited through this pool).*

Our HP3 AHPs deliver clinical services as a member of a variety of multidisciplinary health care teams, to stakeholders/ customers of Queensland Health, in accordance with the goals, policies and requirements of the Sunshine Coast Hospital and Health Service.

At Sunshine Coast Hospital and Health Service, AHP clinicians work within a team to meet clinical demand in keeping with the Discipline / Teams' Clinical Prioritisation Document. Staff will be required to work across other clinical services and facilities within their directorate/team as required to assist in meeting patient care



needs, managing leave cover, and succession planning of staff. Staff at HP3 level will be required to rotate across SCH as per Allied Health Rotation Guidelines (with some exceptions).

The HP3 AHPs report operationally to either a discipline director or operational manager, and professionally to the Discipline Director. They will also have a professional supervision arrangement to ensure safe care and learning.

## Allied Health Structure

Sunshine Coast Hospital and Health Service employs over 1300 Allied Health Professionals, Clinical Assistants, and other associated team members in several organisational structures. They can be located across all facilities and directorates. Allied Health staff work mostly under either a centralised profession-based model, or a dispersed multidisciplinary team (MDT) model.

Clinical Services Directorates include:

- Allied Health Service Delivery Model (AH-SDM)
- Cancer Care Services
- Community and Preventative Health
- Emergency, Access, Flow and Support Services
- Medical Imaging
- Medical Services
- Mental Health and Specialised Services
- Surgery and Critical Care
- Women's and Children's Services

The AH-SDM is an allied health service that is professionally and operationally led by the Executive Director Allied Health (EDAH), with Profession / Discipline Directors for the larger disciplines. Therefore, many allied health staff are employed within a Professional Directorship model. The Profession Directors hold both professional and operational accountability for the majority of FTE within their profession. The AH-SDM predominately operates through an in-reach model to support Medical Services, Surgery and Critical Care Services, Cancer Care Services, parts of Community and Preventative Health (Palliative Care, Glenbrook RACF and Community Rehab) and Emergency, Access, Flow and Support Services.

Alternatively, allied health staff within Mental Health and Specialised Services, Women's and Children's Services, Persistent Pain, and parts of Community and Preventative Health (Chronic Conditions and Transition Care) report operationally to an MDT team leader but professionally to the EDAH and their respective Profession Director.

## Your responsibilities

- Demonstrate competent knowledge, expertise and skill in the provision of allied health services commensurate with level of experience in accordance with prescribed professional and ethical standards, existing evidence-based practice and established clinical protocols. For complex or novel cases, you will seek direction from clinical seniors as appropriate.
- Maintain appropriate documentation and patient records in line with Departmental, Unit and Health Service procedures, and contribute to the maintenance of accurate and timely information systems (statistics collection, quality data). Ensure that time spent across clinical and non-clinical work is in keeping with assigned requirements.
- Participate in quality and service improvement activities to continually improve patient/client care, including the development of clinical practices, procedures and protocols within the work environment.
- Commit to ongoing professional, service and individual development through participation in activities including professional development activities, professional supervision, supervision of students or clinical assistants, research activities.
- This position requires you to adhere to *National Safety and Quality Health Service (NSQHS) Standards* and the Sunshine Coast Health Safe Care Framework, which has been developed in collaboration with staff, consumers and key stakeholders to enable our vision of health and wellbeing through person-centred care.

- Work cooperatively and effectively through active participation in multidisciplinary teams and with patients/clients, their families, carers and other relevant stakeholders to provide high quality patient care and positively influence culture.
- Adhere to relevant expectations outlined in the Sunshine Coast Hospital and Health Service and Allied Health Governance Framework documents and Business Rules to ensure that best patient outcomes are achieved in a transparent, ethical and accountable manner.
- Fulfil the responsibilities of this role in accordance with Sunshine Coast Hospital and Health Service Values.
- Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, work health and safety and ethical behaviour.
- Follow defined service quality standards, work Health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces and manage all information in accordance with legislation, standards, policies, and procedures.

## Mandatory requirements:

- Pre-employment screening, including criminal history checks, will be undertaken on persons recommended for employment.
- Registration with the Australian Health Practitioner Regulation Agency (AHPRA) and possession of a current annual licence certificate is mandatory. Certified copies of the required qualification must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- Appointment to this position requires proof of registration or membership with the appropriate association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- Mandatory possession of a qualification from a registered tertiary institution –
- Under the *Public Sector Act 2022*, applicants are required to disclose any previous serious disciplinary action taken against them.
- This position may require the incumbent to operate a government vehicle and an appropriate licence endorsement to operate this type of vehicle is required (Queensland 'C' class licence). Proof of this endorsement must be provided before commencement of duty.
- Employees of Sunshine Coast Health have an obligation under the *Public Health Act 2005* s.151(1) to take reasonable precautions and care to minimise risk of infection to other persons.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment (Health Employment Directive No. 01/16):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
- It is a condition of employment in this role for new employees to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- Staff that enter clinical areas (e.g. inpatient units, outpatient units, procedural suites) and/or undertake direct contact with patients or a patient's environment or working in areas where there is an infection control risk (e.g. food handling areas) must be bare below the elbows at all times whilst in these areas. Failure to comply with this mandatory requirement may lead to disciplinary action.
- This role may provide health, counselling and support services and is deemed regulated employment under the *Working with Children (Risk Management and Screening) Act 2000*. You will be advised by the

Recruitment Delegate if you are required to hold a Working with Children Blue Card prior to appointment to this position, unless otherwise exempt.

- Aged care check - Potential applicants are advised that the *Aged Care Act 1997* requires Queensland Health employees and volunteers of aged care services to have a current National Police Certificate. If it is required of the role offered under the Talent Pool, Recruitment Delegate and Queensland Health will facilitate the applicants obtaining the above check.
- This position may require the incumbent to undertake manual handling tasks that may include pushing, pulling, lifting, bending, reaching above shoulder height, and reaching to the floor.
- This position may require you to work on-call services, continuous shift rotations, weekend work as per departmental business requirements.
- The position may involve travel to various facilities within the Sunshine Coast Health.

## How to apply

Please provide us the following information so we can check if you are a good fit for the role:

1. Your **resume**, up to two pages, including the names and contact details of two referees who know your skills, work ethic, attributes and suitability for this position, including conduct and performance within the previous two years.
2. A **statement, up to two pages** showing how your skills and experience align with the below section "How you will be assessed".
3. A **one-page cover letter**, explaining your skills, personal qualities, and why you're interested in the role.

## How you will be assessed

You will be assessed on your ability to demonstrate the following key requirements, knowledge and experience. Within the context of the responsibilities described above under 'Your responsibilities', the ideal applicant will be someone who can demonstrate the following:

- Knowledge, expertise and skill in the provision of Allied Health Services, appropriate to your degree, in accordance with ethical standards using evidence-based practice.
- Ability to participate in the discipline specific and multidisciplinary clinical teams, under the clinical practice supervision of more senior practitioners.
- Ability to apply effective verbal, written and interpersonal skills when communicating with clients/carers and other service providers to facilitate effective service provision.
- Ability to participate in quality or service improvement activities within the work unit.

## Your employer – Sunshine Coast Hospital and Health Service

At Sunshine Coast Hospital and Health Service, we believe in supporting health and wellbeing through person centred care for all.

We are here for our rapidly growing population, across the coastal and hinterland areas of the Sunshine Coast region. We care for our communities through Sunshine Coast University Hospital, Nambour General Hospital, Gympie Hospital, Maleny Soldier's Memorial Hospital, and Caloundra Health Service which includes a Minor Injury and Illness Clinic. We also provide care at a number of community and mental health sites, as well as Glenbrook Residential Aged Care.

Across our varying environments and departments, our diverse team is connected through a shared vision of helping our community to heal. We put compassion, innovation, accountability, and integrity into what we do to make our communities healthier.

To learn more about [What it's like to work with us, including Workplace benefits](#), please visit the [Sunshine Coast Hospital and Health Service Careers web page](#) [Careers | Sunshine Coast Health](#).

## Our commitment to equity, diversity and inclusion

At Sunshine Coast Hospital and Health Service we are committed to equity, diversity, and inclusion. We build a culture of respect, promote human rights, and aim to create a workforce that reflects the consumers and communities we serve.

We are an equal opportunity employer and welcome applications from everyone across gender, ethnicity, race, age, language, sexual orientation, disability, and family/caring responsibilities. We recognise the value that employees of different backgrounds, experiences, and perspectives bring across all levels of our organisation.

We believe in treating all job applicants and employees with fairness, dignity, and respect. Everyone in our organisation, from employees to visitors and contractors, must be treated equally and without discrimination, harassment, vilification, or bullying.

If you need support during the recruitment process, we're here to assist. We understand that some people may need changes to the recruitment process, the way they work and the workplace environment. If you need support or adjustments, please let us know by reaching out to the contact person noted on the first page of the role description.

Our commitment to cultural safety, equity, diversity, and inclusion means that we value diverse applicants and your need for adjustments will not affect our hiring decisions.

## What else you need to know

- Employees who are appointed to the Sunshine Coast Hospital and Health Service may be required to undertake a period of probation appropriate to the appointment.
- All relevant health professionals, who during their work reasonably suspect that a child or young person has been abused or neglected in any way at Sunshine Coast Hospital and Health Service, at home or in the community must report their concerns as soon as possible to [Child safety services, Department of Communities](#), as required by law.
- In this role you may come across upsetting situations, events, topics, or materials directly or indirectly. This could happen when talking with consumers, stakeholders, or colleagues, reviewing materials, or visiting workplaces and certain environments. We have a range of psychosocial and physical safety controls in place for all Queensland Health workplaces, including strategies to manage the risk of employees being exposed to traumatic events, materials and/or vicarious trauma. We also support employees who are impacted by their work.
- Applicants will be required to give a statement of their employment as a lobbyist, as per the Public Service Commission Policy: [Lobbyist Disclosure Policy 2010](#) within one month of taking up the appointment.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the [Workers' Compensation and Rehabilitation Act 2003](#)
- Applications will remain current for 12 months. If the duration of the vacancy is less than 12 months applications will remain current for vacancy duration.

